



WARRANT OFFICER RECRUITING



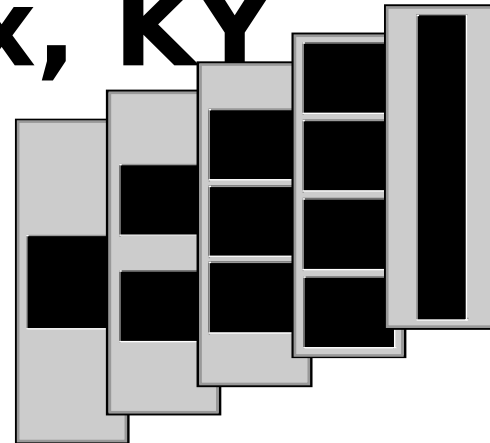
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U.S. Army Recruiting Command



Fort Knox, KY



Warrant Officer Recruiting Briefing



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Briefing Agenda

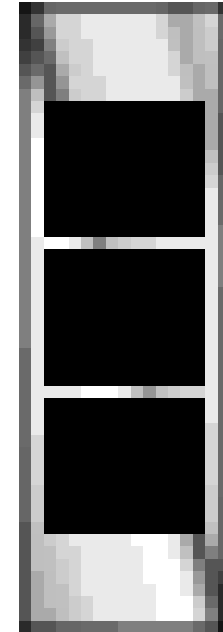
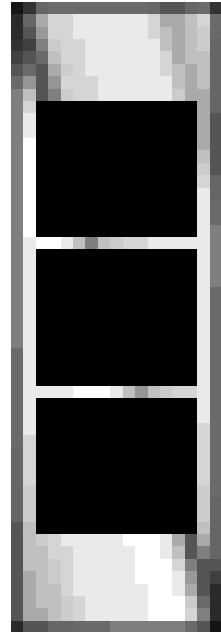
Warrant Officer Recruiting Mission

Definition of a Warrant Officer

Opportunities and Benefits

Education and Training

Application and Processing



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Warrant Officer Recruiting Mission

The United States Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army warrant officers

Warrant Officer Recruiting Branch

1. SFC Joseph Osborn
2. SFC Thomas Skaggs
3. SFC Marcelino Morales



4. CW3 Adam Williams
5. CW4 Carlos Negrón
6. CW4 Anthony Edwards



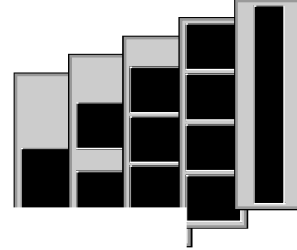
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Who applies to become a

Warrant Officer?

Applicants who want to make a difference

Applicants who want to advance their careers

Applicants who want to stay in their career fields

Applicants who want better retirement pay for
family

Applicants who desire more post military career
opportunities

Soldier





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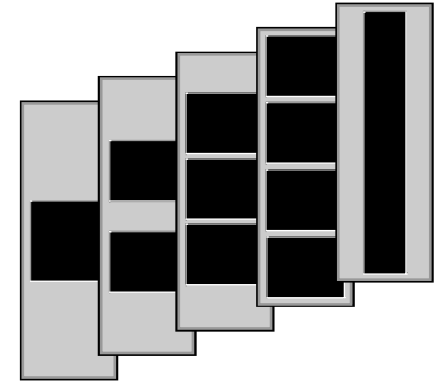


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What is a Warrant Officer?

(new DA PAM 600-3 Definition)



“Warrant officers are highly specialized officers. They are self-aware and adaptive combat leaders, trainers, staff officers, and advisors. Warrant officers are competent and confident warriors, innovative integrators of emerging technologies, dynamic teachers, and developers of specialized teams of soldiers...”



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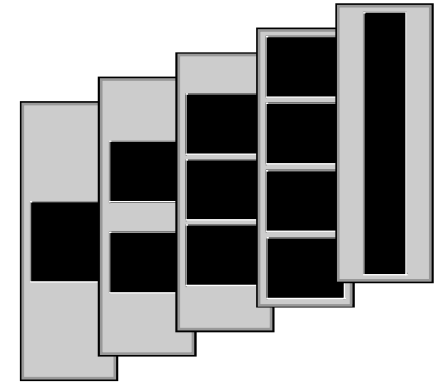
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What you will be as a Warrant Officer!



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Opportunities and Benefits

Better Pay and Retirement
Faster Promotion Potential
Technical Training and Education
Extended Career Path
Challenging Assignments
Perform Core Duties Longer
Small Elite Corps

Makes up 2% of the Army
and 15% Officer corps

New Proposed Warrant Officer MOSs

Chemical
Civil Affairs
Psychological ops
Air Traffic Controller - (Re-Instated)



44 Recommendations:

- 9 July 04 Basic Branch change & CW5 Insignia Change
- Save pay effective 9 July 04
- WOCS changes
- Targeted pay raises



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Retirement pay Comparison

*Based on 1 Jan 2007 Pay Scale &
*Longevity Pay Effective April 07
(High III Retirement Formula)*

| | | | |
|--------------|-----------|----------------------|----------------------|
| SFC | 20 | \$1,849 (50%) | \$67 |
| CW3 | 20 | \$2,524 (50%) | <u>5</u> |
| MSG | 24 | \$2,670 (60%) | \$91 |
| CW4 | 24 | \$3,583 (60%) | <u>3</u> |
| SGM | 30 | \$4,341 (75%) | |
| * CW5 | 30 | \$5,385 (75%) | <u>\$1044</u> |



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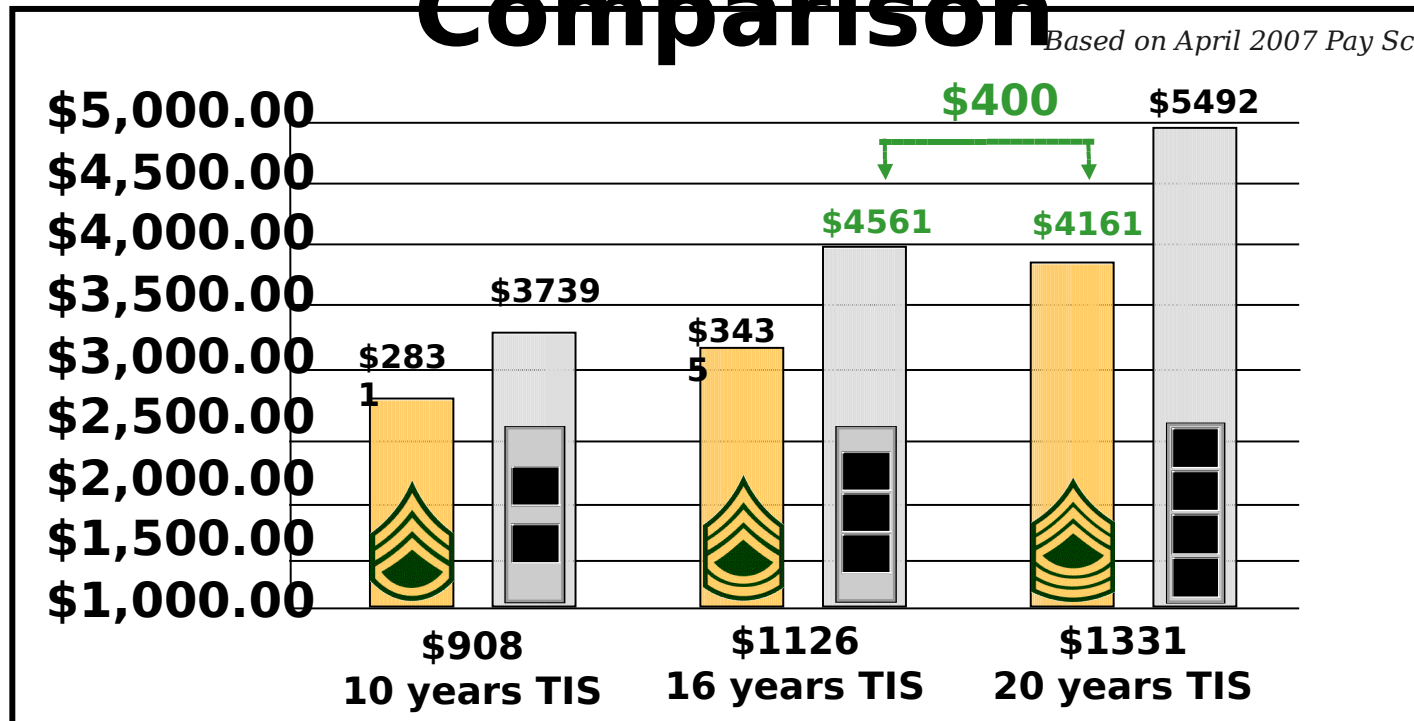


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Warrant/NCO Base Pay Comparison

Based on April 2007 Pay Scale



Snapshot

**E-5 vs W1 at 6 years TIS =
Approximate \$742.00**

**E-6 vs W1 at 8 years TIS =
Approximate \$449.00**





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Flight Pay

| Years of Aviation Service | Monthly Rate |
|---------------------------|--------------|
| 2 or less | \$125 |
| Over 2 | \$156 |
| Over 3 | \$188 |
| Over 4 | \$206 |
| Over 6 | \$650 |
| Over 14 | \$840 |



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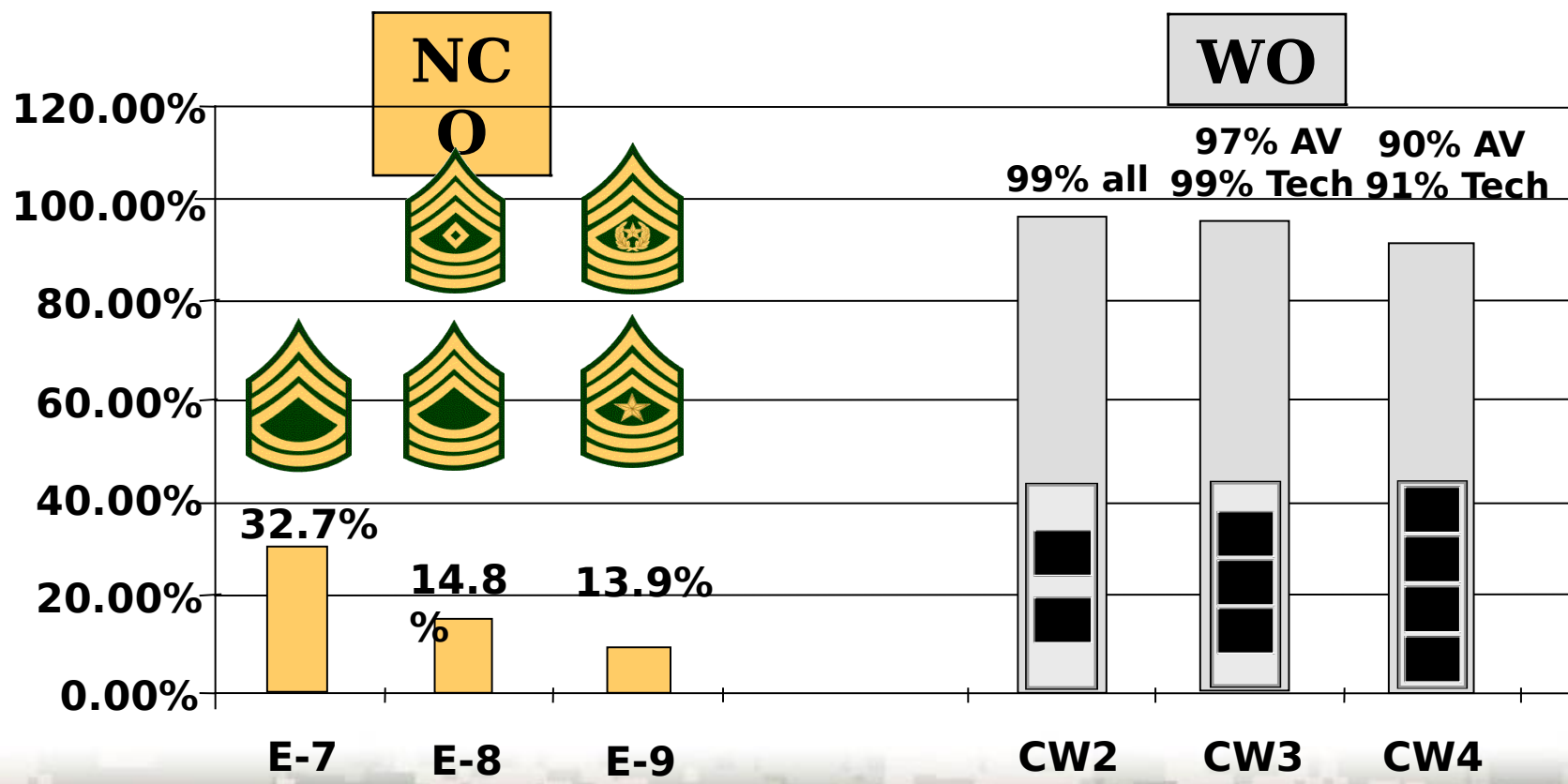
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Army NCO & WO Promotion Comparison



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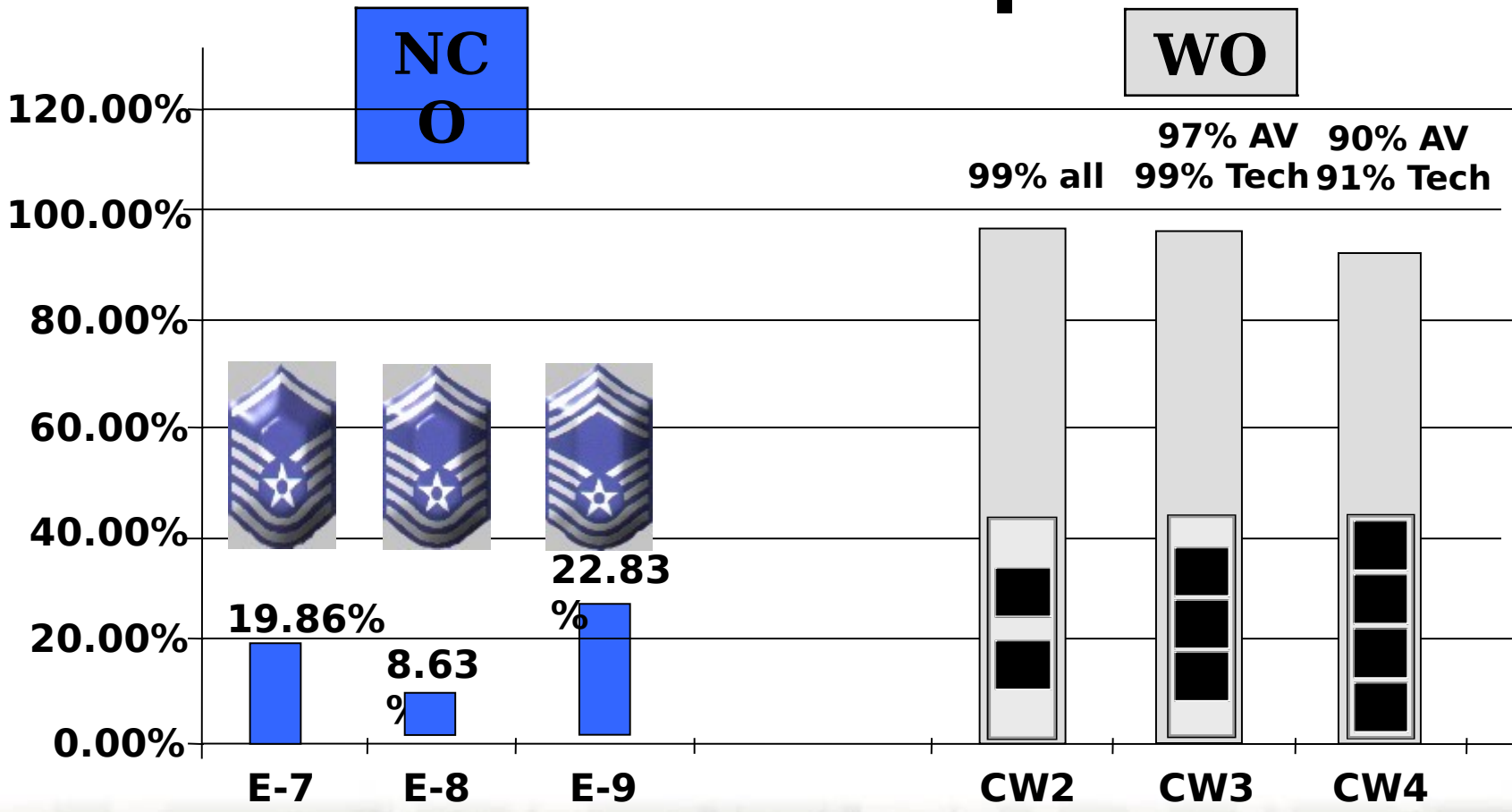
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Air Force NCO & WO Promotion Comparison





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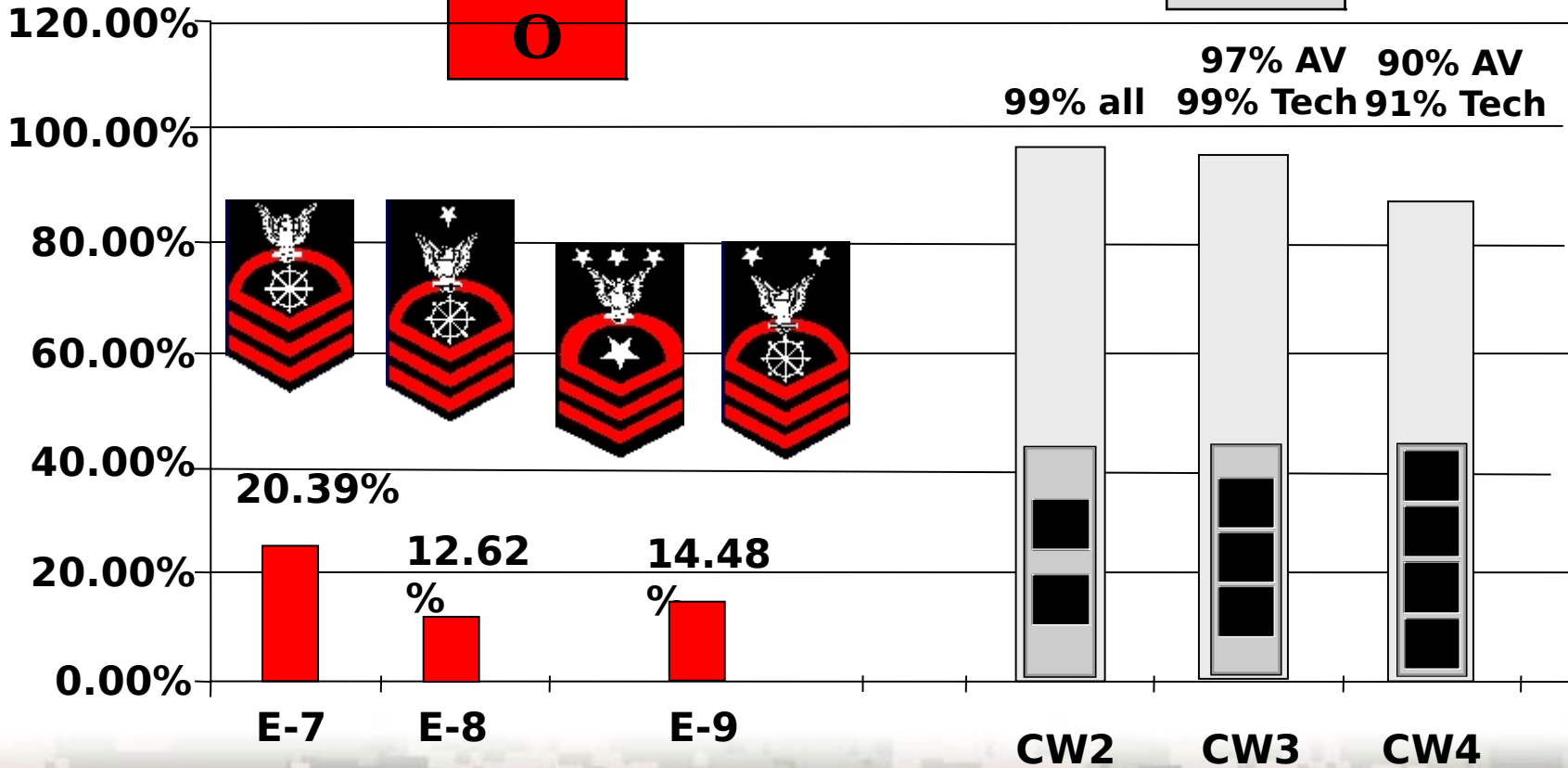
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Navy NCO & WO Promotion Comparison

NC
O

WO



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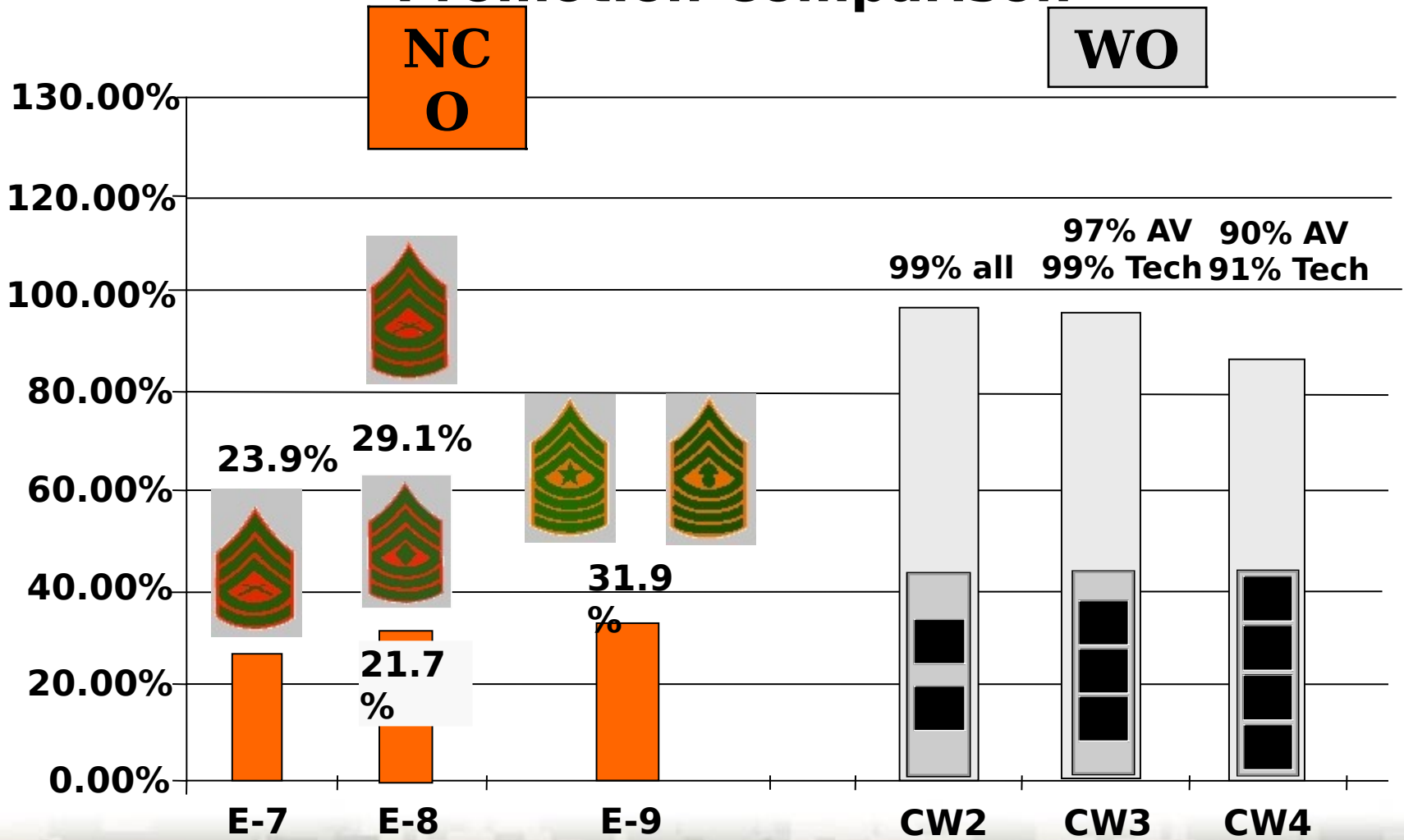


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Marines NCO & WO

Promotion Comparison





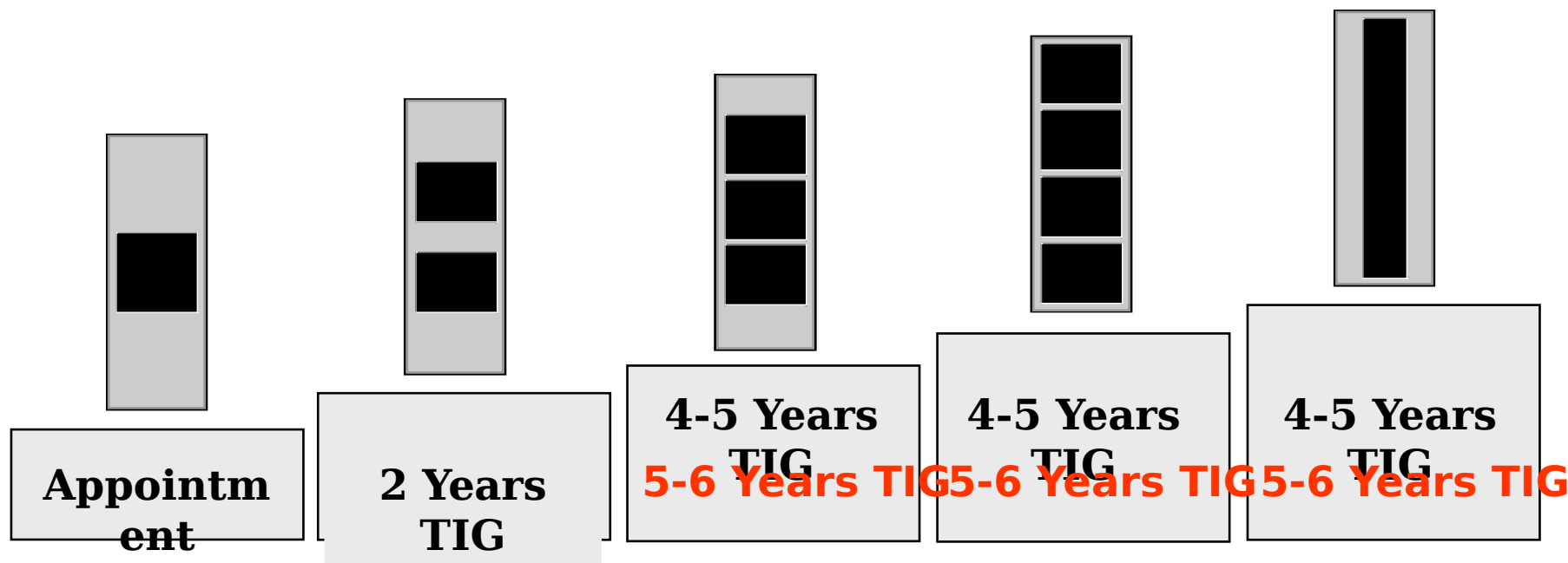
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Warrant Officer Promotions



Time in Grade to CW3/4/5 reduced one year Effective FY-06/07

Aviators require one year longer for senior grades





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Training and Education

Maintain G.I. Bill benefits

Maintain tuition assistance (TA) benefits

Maintain E-Army U

Degree Completion Program

Senior Service College selection/Combined advanced civil
schooling

Logistics Management College, VA (LEDC/FIT program)

Naval Post Graduate School, MD (XP Course cooperative)

Joint Military Intelligence College, DC

Army Management Staff College, VA



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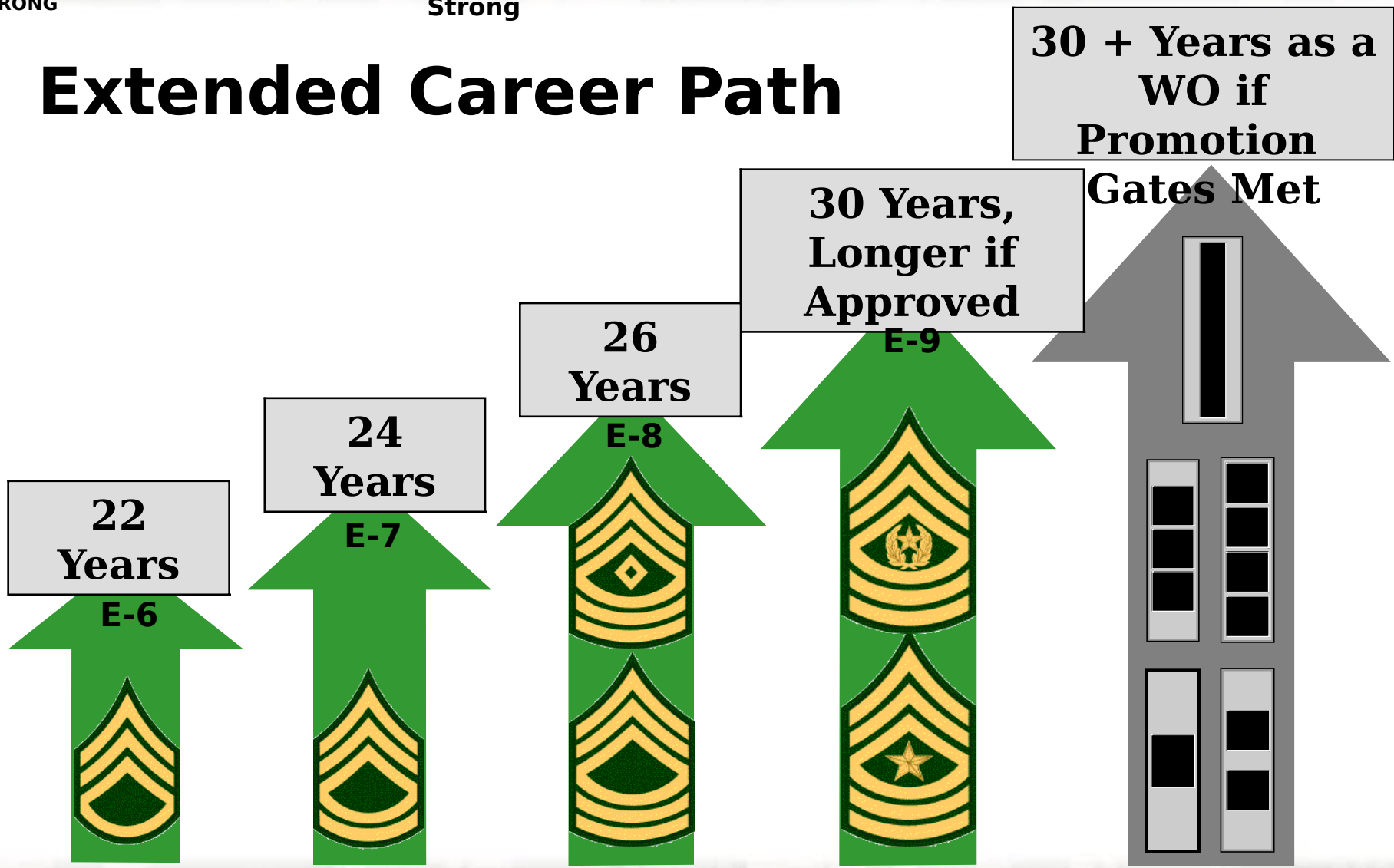
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Extended Career Path



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Warrant Officer Candidate School

<http://usawocc.army.mil/>

Selectees will attend either the four weeks and four days
or
the six weeks and four days Warrant Officer Candidate
School (WOCS).

E5 graduated from PLDC/WLC, and E6 and above = 4 weeks and 4 days

E5 non-graduate from PLDC/WLC and all E1 to E4 = 6 weeks and 4 days

Purpose

Leadership Potential
Self Discipline
Attention to Detail
Time Management

Professional Development

Leadership
Communication
Management
Ethics

(Conditional Promotion to WO1)



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1st Warrant Officer Company

A Day in the Life of a Candidate

0500 - Wake
 0530 - First
 Formation
 0615 - 0645
 0635 - 0730 -
 Hygiene
 0730 - 0815 -
 Inspection/Breakfast
 0815 - 1220 -
 Academics
 1230 - 1320 -
 Lunch
 1330 - 1720 -
 Academics
 1730 - 1820 -
 LAR
 1805 - 1900 -
 Dinner



1900 - 2245 - Candidate
 Leadership Designs and
 Implements Schedule
 To Accomplish Specified Task
 2245 - 0500 - Lights Out





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Warrant Officer Basic Course

Provides MOS Technical and Tactical Certification

Permanent Promotion to WO1



Signal



Military
Intelligence



Ordnanc
e



Transportation



Quartermast
er



Special
Forces



Judge
Advocate



Field
Artillery



Adjutant General



Military
Police



Air Defense
Artillery



Aviatio
n



Enginee
r



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Where to Start

WWW.USAREC.ARMY.MIL/WARRANT

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[Active Duty Applicants](#)
[Civilian Applicants](#)
[Reserve Component/
National Guard](#)
[Selection Information](#)
[Contact Us](#)

U.S. Army Recruiting Command's Warrant Officer Recruiting Information Site

[Click here to find out how to get started on becoming a Warrant Officer](#)

Current WO application shortages:
er - 880A; Ammunition Technician - 890A, Armament Warrant Officer - 913A, Allied T

"Hot Topics"

NEW Starting on 1 November, all Stateside (CONUS) applications must be sent digitally.
Please follow guidelines below for proper submission format and instructions.

New Application E-Mail Address: NewWarrantPackets@usarec.army.mil

[September Board Results Released](#) - MILPER Message is out - Please check HRC website for official Copy.

[DA Pam 601-6 Warrant Officer Procurement Program Released \(14 Jun 06\)](#)

Please verify your email size capability before sending electronic files. If you are limited to 5 Mbytes (default email limit), please send 10-12 pages per email and number your emails in your subject line - "Johnson WO Packet 1 of 3," then "Johnson WO Packet 2 of 3," etc...



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STEP 2: Administrative Requirements

(An applicant must meet these seven Administrative Requirements before applying for the Warrant Officer Program)

1. US Citizenship (No Waivers)

2. General Technical (GT) score of 110 or higher (No Waivers)

3. High school graduate or have a GED (No Waivers)

4. Secret security clearance

(Interim secret is acceptable to apply, except for WO MOS 882A)

5. Pass the standard 3-event Army Physical Fitness Test (APFT) and meet height/weight standards
(Can apply for an APFT waiver)

6. Pass the appointment physical for technicians or the Class 1A flight physical for 153A
(Flight = 18 months / Technical = 24 months)

7. All Applicants must have 12 months remaining on their enlistment contract



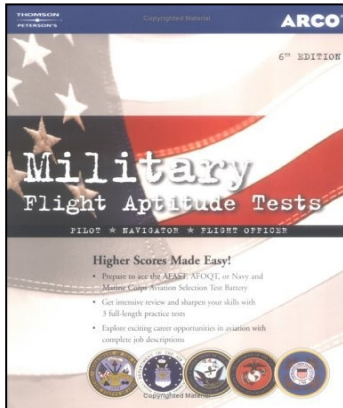


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Warrant Officers

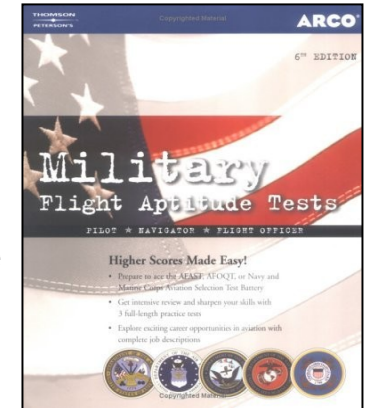
12 Years Max Active Federal Service



153A

Any MOS/Rank can Apply
Qualifying AFAST Score (90+)

Less than 33 years old by board convene date
Pass a Class 1A flight physical
(Vision Note: 20/50 or better)



Technician

Usually SPC or higher Appointment prior to age 46

Most require BNCOC

Appropriate Qualifying Physical

Prerequisites are determined by proponents
(website) www.usarec.army.mil/warrant



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The Application

1. Checklist/MILPO/PSB Letter
2. DA Form 61
HT/WT & APFT Statement
3. Security Clearance *JPAS Print out*
4. Letters of Recommendation
(Next Slide)
5. Resume
6. Statement of Understanding
7. ERB *(Enlisted Record Brief)*
8. College Transcripts
9. DA Form 160
11. Physical
(USAREC Form 1932)
12. Microfiche *(No Longer needed)*
(Follow Directions for hardcopy)
13. Waivers
Moral-HRC
Prerequisite, -Proponent
Age, and AFS -G-1
APFT-G3
14. Official Photo
15. Conditional Release
(Reserves & Other Services)

153A MOS Only

10. DA Form 6256 (AFAST Form from Test Center)



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Letters of Recommendation

Letters must not be older than **Twelve Months**

If using former Commander - we recommend having current Commander review packet!

Letters of Recommendation required:

Company (or first UCMJ level) Commander (Must have)

* Battalion (or second UCMJ level) Commander (Must have)

Senior Warrant Officer Letter of Recommendation (CW3 to CW5)

- Note: If requesting an APFT Waiver, BNCDR LOR must state you are physically capable of completing training and worldwide deployment

- LORs going to Email Traffic – Test program starting with SF-180As!



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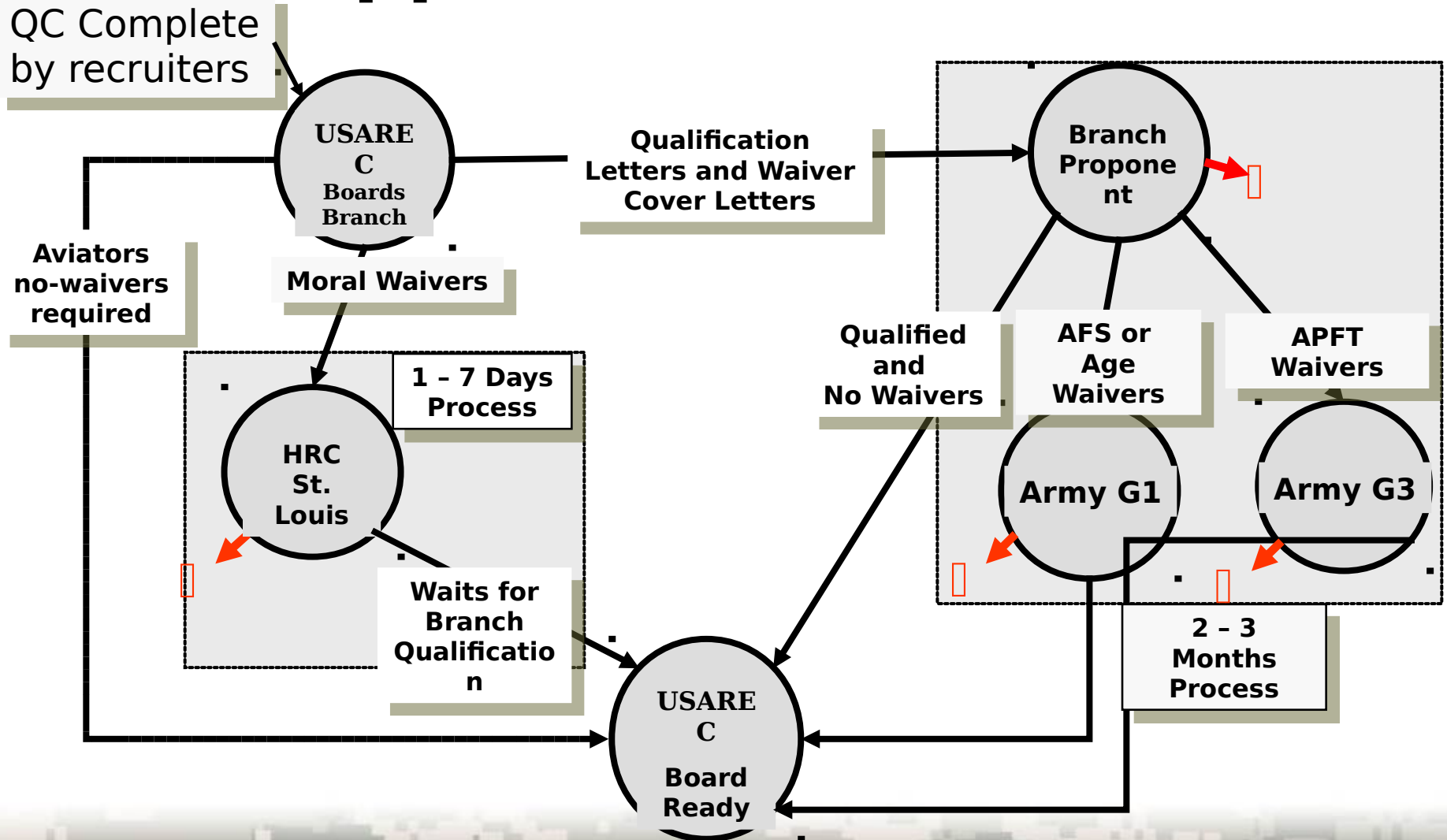
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Application Process





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Selection Board

DA Centralized Board Held at USAREC
Comprised of Branch and Warrant Officers

| APPLICANT OML# | MOS | VOTE | | |
|-------------------|------|------|----|---|
| WADE | 100A | 36 | -2 | 1 |
| O'NEAL | 100A | 35 | +4 | 2 |
| MORNING | 100A | 35 | +3 | 3 |
| PAYTON | 100A | 34 | +3 | 4 |
| WILLIAM | 100A | 33 | +6 | 5 |
| HAZEL | 100A | 28 | +2 | 6 |
| DIAZ | 100A | 28 | +2 | 7 |
| BRANCH | 100A | 12 | +4 | 8 |
| JONES | 100A | 9 | +5 | 9 |

001987

| | VOTE | INITIALS |
|--------------|------|----------|
| MEMBER 1 | 5 + | |
| MEMBER 2 | 4 + | |
| MEMBER 3 | 5 | |
| MEMBER 4 | 3 + | |
| MEMBER 5 | 5 - | |
| MEMBER 6 | 6 | |
| MEMBER 7 | | |
| MEMBER 8 | | |
| MEMBER 9 | | |
| TOTAL POINTS | | |
| 28 +2 | | |

HQ USAREC Fm 1877, 1 Apr 96

Vote Using "Total Person" Concept

Fully Qualified - Selected - Q-S

Fully Qualified - Nonselect (First Board) - FQ-NS

Not Competitive - Not Selected (Second Board) - NC-NS





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Final Notes

- ✓ Packet deadline: 1st of the month prior to the board

Should be sooner if waivers are requested

- ✓ Send the packet to USAREC **“Electronically”**

- ✓ Verify your application status on line!

Specially if your status is “R”

- ✓ We encourage contact – email, call, or fax

153A Applicants

Studying for AFAST highly recommended





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New Applications E-Mail Address:

NewWarrantPackets@usarec.army.mil

But, If you are experiencing issues with digital packets, you can send
from any **FAX machine to (502) 799-1790.**

Your fax will automatically be converted to a PDF document
and stored on our server.

We highly encourage you to use the highest quality resolution on
your fax machine (Fine, Super Fine or Photo Quality) for best results.

USAREC has created another email account specifically for updates.

If you are sending in updates only - please use:

newwarrantupdates@usarec.army.mil



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Any Questions?



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